

This video discusses the impact of remote and hybrid work, particularly post-pandemic, focusing on how individuals perceive their productivity in such environments. The author emphasizes the changes in workplace dynamics since 2022, driven by the forced adoption of remote work technologies during the pandemic.

The research aims to explore what factors contribute to perceived productivity, particularly examining two key factors: **social presence** and **control over workspaces**. Social presence refers to the feeling of connection with colleagues through digital mediums, while workspace control pertains to individuals' ability to customize their work environments at home, which could influence their productivity.

The study employs structural equation modeling to analyze survey data collected from a diverse group of individuals with remote work experience. Findings indicate that both social presence and workspace control are strong predictors of perceived performance. Interestingly, collaborative tool efficacy—how effectively individuals can use remote work technologies—emerged as a notable precursor to social presence.

The research also revealed that traditional management techniques, like frequent meetings, do not effectively enhance social presence, suggesting that managers should reconsider their approaches to employee engagement in virtual settings. The implications highlight the importance of developing skills to use digital collaboration tools effectively and fostering organic relationships among team members. Finally, the text suggests a growing need to address the challenges faced by junior employees in remote work settings, advocating for the cultivation of soft skills that facilitate better online interaction and engagement.